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International Program on the Elimination of Child Labor (IPEC)

Multi-bilateral Program of Technical Cooperation

Government of the United States of America
Government of the Dominican Republic

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List of Abbreviations

AP:	Action Program
APSO:	Action Program Summary Outline
CBO:	Community Based Organization
CELADE:	Latin American Demography Center
CEPAL:	Economic Commission for Latin America and the Caribbean
CLU:	Child Labor Unit
CONANI:	Child Protection Council
CSE:	Commercial Sexual Exploitation
DME:	Design, Monitoring and Evaluation
EAP:	Economically Active Population
ENTI:	National Survey on Child Labor
GDP:	Gross Domestic Product
GO:	Government Organization
IAD:	Inter American Development Bank
IDEFA:	Family Institute
ILO:	International Labor Organization
INFOTEP:	Institute for Vocational Training
IPEC:	International Program on the Elimination of Child Labor
MDT:	Multi-Disciplinary Team
MOU:	Memorandum of Understanding
NGO:	Non-Governmental Organization
NPM:	National Program Manager
NPO:	National Program Officer
NSC:	National Steering Committee
ONAPLAN:	Office of National Planning
ONE:	National Statistic Office
PC:	Project Coordinator
PDE:	Ten-Year Education Plan
PRODOC:	Program Document
PROMESE:	Essential Medical Drug Program
REDTI:	Local Network for the Eradication of Child Labor
SEE:	Ministry of Education
SESPAS:	Ministry of Public Health and Social Assistance
SET:	Ministry of Labor
SWOT:	Strengths, Weaknesses, Opportunities, & Threats
TBP:	Time Bound Program
UNAP:	Primary Care Unit
UNDP:	United Nations Development Program
UNICEF:	United Nations Children's Fund
UROC:	Unit of Community Oral Re-hydration
USAID:	United States Agency for International Development
USDOL:	United States Department of Labor
WFCL:	Worst Forms of Child Labor
WFP:	World Food Program

According to the UNDP Human Development index, the Dominican Republic ranks 24th out of 33 countries located in the Latin American and Caribbean region. The 1997 poverty indexes indicate that 32% of Dominican households suffer from poverty and 13% from extreme poverty. Social indicators also show very disturbing figures; for example, the infant mortality index in 1999 was 33.6 per one thousand live births.

The population of the Dominican Republic is approximately 8.5 million inhabitants¹, with 60% concentrated in urban areas. As a result of growing urbanization, poverty and the different social and economic problems it entails (overcrowded living conditions, lack of basic services, unemployment, increased crime rates) have become increasingly widespread in large cities. This growing urbanization has also been characterized by a greater number of child workers in urban areas.

According to preliminary data from the National Survey on Child Labor (*ENTI* 2000)², there are approximately 443,000 working children in the Dominican Republic between the ages of 5 to 17. This number represents 18% of children in the 5-17 age range. In rural areas, the percentage of children that work is 20% (191,582) of all rural children while 17% (251,514) of all urban children work in urban areas.³ The main occupations for working children and adolescents are as sales persons (including street vendors), workers in the service sector (including domestic servants), as agricultural workers, and shoe-shiners.

While the National Survey provides information on the extent and nature of child labor in the Dominican Republic, some hidden forms of child labor are not captured. Accurate and reliable data on commercial sexual exploitation of children, for instance, are difficult to obtain given the illegal nature of the activity and social stigma attached to it. Nevertheless, a 1994 study on “neoprostitution” of children in the Dominican Republic⁴ estimated that 25,455 children and adolescents suffered from commercial sexual exploitation in the Dominican Republic, with two-thirds of sexually exploited children being girls.

In recent months, a number of assessments have been made of the Dominican education system by the new Dominican administration as well as international organizations. Results of these assessments have shown significant improvements in the education system over the past decade, but many limitations still exist, which particularly affect rural areas and families with limited resources. Statistics provided by the Ministry of Education (SEE) suggest that more than 150,000 children still remained outside the education system in the 1999/2000 school year. The real figure, however, is probably much higher because as many as 24% of all school-age children in the Dominican Republic lack a birth certificate, a document needed for enrolling in school. Many of these children are likely engaged in some form of child labor.

In response to this situation of increasing child labor, different activities have been carried out since

1 CELADE, Boletín Demográfico N° 66, July 2000 and No. 61, January 1998.

2 The National Child Labor Survey (ENTI) in the Dominican Republic was funded by the U.S. Department of Labor. It was conducted in 2000 using the SIMPOC methodology. The preliminary data cited in this document should not be quoted or disseminated further until they have been fully validated. The official data from the Survey are expected to be published in September 2001.

3 It is important to recognize, however, that even though the proportion of children working to non-working is highest in rural areas, nevertheless when we examine absolute numbers we can clearly see that more children are working in cities than in rural areas.

4 Emmanuel Silvestre, Jaime Rijo, Huberto Bogart “*La Neo-prostitución Infantil en República Dominicana*”, ONAPLAN - UNICEF, 1994

1997, when the Dominican Republic and the ILO signed a Memorandum of Understanding to work towards the progressive elimination of child labor in the country. The Dominican Republic ratified ILO Conventions No. 138 and 182 in June 1999 and November 2000, respectively. The new government, elected in August 2000, has identified the elimination of the worst forms of child labor as one of its top priorities. To demonstrate its commitment, the Dominican government has been engaged in an inter-institutional process to implement a national and comprehensive Child Protection System. Under the leadership of the Child Protection Council (CONANI) and the Governing Body (*Organismo Rector*), and with the support of UNICEF, preparation of a National Plan for the Promotion of Children's and Adolescents' Rights has significantly advanced. Likewise, the National Committee for the Elimination of Child Labor has been strengthened and, under the leadership of the Ministry of Labor (SET), it meets periodically to discuss strategies for the elimination of child labor in the country. One of the most important activities of the Committee so far has been the dissemination, throughout the country, of the content of Conventions No. 138 and 182 – this has helped a great deal in raising awareness about the problem and sensitizing and encouraging social partners to take action against the worst forms of child labor.

It should be noted that a pioneering pilot project for withdrawing children from one of the worst forms of labor has already been executed in the country with the support of IPEC. The project to remove children from hazardous agricultural activities in the Municipality of Constanza has been very successful—lessons learned from this project have had a significant impact at the national and international level. Evidence of this impact is the decision made by the SET to sustain pilot project activities and expand the coverage to other types of hazardous work in Constanza and other regions. In addition to the Constanza project, other direct action activities are also being carried out. They include removing children from hazardous work in coffee, tomato, and rice production and providing them and their families with viable alternatives.

Given the level of commitment of the Dominican government and the extent of child labor in the country, preparatory activities for development of a Time-bound Program (TBP) would support efforts to eliminate the worst forms of child labor. Due to the complexities of designing and implementing a TBP, preparatory activities will be undertaken to have a greater understanding of the worst forms of child labor and the socioeconomic reality in which the TBP will be implemented. In this manner, solutions may be sought that respond to the real situation of children and families. The strategy of the TBP preparatory activities has three basic components:

- ***Improving the knowledge base*** of the working and living conditions of children involved in the worst forms of child labor. To this end, the program will use the final results of the National Survey on Child Labor (ENTI, 2000) and of the baseline studies that are being conducted (in rice production, Municipality of Constanza, and commercial sexual exploitation). Five additional baseline studies will be undertaken of selected sectors (possibly sugarcane, tobacco, fishing, cacao, and urban informal work) in which the worst forms of child labor have been identified. These studies will facilitate the design of direct action programs that can be implemented as part of TBP. In addition, the socioeconomic context as well as the country's legal and institutional framework will be analyzed to ensure that goals of the TBP are both realistic and concrete. A mapping exercise of existing and planned policies and programs by all development partners (including donors) will also be undertaken. This information has proven very useful in the development of TBPs in Tanzania and Nepal.
- ***Awareness raising, social mobilization, and capacity building*** will also form an integral part of this project. The media (radio, television, and newspaper) will be used to raise awareness among key social partners (government, employer and worker groups, NGOs, and community leaders) and the general public. Training and consultation workshops will be conducted with governmental and non-governmental organizations to establish priorities and identify resources for the elimination of the worst forms of child labor. This will also help to mobilize social

partners and to build strategic alliances with Dominican institutions, NGOs, and international organizations that are already working on child labor, education, and poverty alleviation as priority areas. The SET's labor inspection system will be reinforced to more systematically collect, analyze, disseminate, and use child labor inspection data for policymaking purposes. A national information and monitoring system on child labor will be created and housed at the SET and labor inspectors will be trained on how to use this new system.

- ***Development of policies*** aimed at eliminating the worst forms of child labor will be undertaken using the National Steering Committee as the coordinating body of child labor policy in the country. A National Strategic Plan for the elimination of the worst forms of child labor, of which the TBP will be an integral component, will be developed obtaining high-level input from all relevant government institutions and key partner organizations.

In addition, ***targeted pilot interventions*** for withdrawing children from the worst forms of child labor and providing them with educational opportunities will be implemented. Two important pilot project interventions will be undertaken – Constanza free from the worst forms of child labor and elimination of the commercial sexual exploitation of children in Boca Chica – to demonstrate the feasibility of eliminating the worst forms of child labor in a specific geographical area and/or sector. An integral part of these activities will be the design and implementation of a sustainable ***community-based child labor monitoring system*** that will complement the enforcement by the Ministries of Labor and Education of child labor legislation and compulsory education policies. This child labor monitoring system will be pilot-tested in Constanza and then implemented at the national level.

1.1. Child Labor, In Its Worst Forms

According to the International Labor Organization (ILO), an estimated 250 million children around the world continue to be exploited – about half of them are working full-time and are out of school, and at least 50 million are engaged in the worst forms of child labor.

The unanimous adoption of the Convention on the Worst Forms of Child Labor (No. 182) by the International Labor Conference in June 1999 is considered a milestone in the history of the ILO and in the fight against child labor. As of July 2001, about 90 countries had ratified the Convention, two-thirds of which are, notably, from developing countries. The Dominican Republic registered its ratification with the ILO on November 15, 2000.

The Convention lists four categories of worst forms of child labor, which require immediate elimination:

- All forms of slavery or practices similar to slavery, such as the sale and trafficking of children; debt bondage and serfdom and forced or compulsory labor, including forced or compulsory recruitment of children for use in armed conflict;
- The use, procurement or offering of a child for prostitution, production of pornography or pornographic performances;
- The use, procurement or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties;
- Work which, by its nature or by the circumstances under which it is carried out, is likely to harm the health, safety and morals of children.

The rapid ratification of Convention No. 182 provides both a challenge and an opportunity to the ILO, its member States and the international community. Elimination of child labor, particularly of its worst forms, is a very complex issue requiring an effective program of poverty alleviation and education, changes in social values and awareness and support from the community and civil society at large.

While IPEC has built a significant momentum in its drive for ratification, it now faces the greater challenge of maintaining that momentum by helping member States to effectively implement Convention 182. IPEC's role, however, is intended to be largely promotional and catalytic, as the goal of eliminating child labor, particularly in its worst forms, can only be achieved with the total commitment and participation of governments, social partners, and stakeholders.

1.2. Time-Bound Program Methodology

The Time-Bound Program (TBP) is a comprehensive modality designed to assist countries to eliminate the worst forms of child labor within the shortest possible time frame. Specifically, it aims to assist countries in developing policies, programs, and projects that have a demonstrable impact on the worst forms of child labor. It reflects the policy commitment of a government to eliminate selected worst forms of child labor within a set time period, and it identifies the programs, measures, interventions, resources, institutional mechanisms, and partnerships required to do so.

This special effort puts emphasis on combining sectoral, thematic, and geographically-based approaches, linking action against child labor to the national development effort as a whole, to economic and social policies, from macro-economic performance to population dynamics,

educational and labor market policies. It also puts premium on mobilizing society, and on engaging the leadership of each country. The most critical element of the TBP is that it is activated and led by the country itself. This implies commitment by a country to mobilize and allocate national human and financial resources to combat the problem.

The implementation of the TBP requires:

- Strong political will and a commitment to policy reforms that address the root causes of the worst forms of child labor;
- Public accountability of progress made towards the implementation of a national policy to combat the child labor problem;
- Building innovative partnerships with governments, international organizations, and financial institutions;
- Social mobilization and campaigns about the effects of the worst forms of child labor on children and society, and the issues of children's rights, protection, and education;
- Rapid response measures for prevention, withdrawal, and rehabilitation of the victims of the worst forms of child labor;
- Links to poverty alleviation and quality education that will blend with the policies and objectives of eliminating child labor;
- Gender mainstreaming to ensure that gender inequality is recognized and addressed as a potential cause of the worst forms of child labor; and
- Strengthening national capacity, as part of sustainability, to analyze, design and implement further interventions in response to changing circumstances.

Already, the ILO-IPEC is committed to supporting the TBPs of El Salvador, Nepal and Tanzania, and it is now starting work with its second group of implementers – which includes the Dominican Republic. This project aims at: (1) creating an enabling environment for the implementation of a TBP in the Dominican Republic in late 2002 and (2) implementing targeted pilot interventions to demonstrate that it is possible to eliminate the worst forms of child labor.

The lessons learned from the experience in developing TBPs in El Salvador, Nepal, and Tanzania will be incorporated into the preparatory process in the Dominican Republic. Some of the lessons learned include the need for: national information (baseline surveys) that clearly identifies the target population; social mobilization with key partners at national and local level; mapping of existing and planned policies and program interventions; and the need to link TBPs to poverty alleviation efforts.

1.3. National context

Socioeconomic Background

The Dominican Republic has a total population of 8,495,000 inhabitants⁵. According to a projection made by CELADE for the year 2000, about 60% of the population lives in urban zones and 40% in rural zones, with a population density of 172 inhabitants/square kilometer. The population growth rate between 2000 and 2005 is projected at 1.4 %, based on a fertility rate of 2.6 children per woman. The life expectancy at birth was 71 years in 1999.

The population pyramid shows a young population, with persons less than 14 years of age representing 33% of the population, and the demographic dependency rate is about 60%⁶.

According to the UNDP *Human Development Report 2000*, the Dominican Republic is situated in 24th place among the 33 countries in the Latin American and Caribbean region. The poverty indexes

⁵CELADE, Boletín Demográfico N° 66, July 2000 and No. 61, January 1998.

⁶ The demographic dependency rate is the percentage of the population younger than 15 years old or older than 64 years old over the population with 15 to 64 years of age.

corroborate this unsatisfactory level of development; indeed, according to the CEPAL in 1997, about 32% of families were found to be suffering conditions of poverty⁷ and 13% extreme poverty⁸.

The health indicators show a low level of public expenditure on health services. In 1998, about 1.5% of the GDP, or US\$ 18 per inhabitant was spent on health. This results in one doctor for every 1012 inhabitants and 1.2 hospital beds for every one thousand inhabitants. As for basic services, in 1995, only 73% of the population had access to potable water and 77% to a sanitation system. Likewise, the infant mortality rate in 1999 was 33.6 per one thousand live births, and malnutrition affected 6 out of every 100 children younger than 5 years old.

Among all the countries located in the region, only the Dominican Republic had a sustained GDP growth rate throughout the past decade – during the 1990s the per capita GDP rose from US\$ 912 to US\$ 1,227. Nevertheless, increases in the GDP have not automatically translated into decreases in social inequalities or improvement in the standard of living of the population as a whole. Thus, according to CEPAL reports⁹, an overall decrease in salaries has been one of the main characteristics of the labor market adjustments in Central American and the Caribbean in order to deal with [economic] crises. In fact, with the exception of Costa Rica, none of the countries in the region have been able to recover the minimum salary level that they had during the 1980s. This has been an important factor in the rise of the informal sector, with families now having to depend on earnings generated by the entry of more family members into the labor force.

Another factor that has affected the labor market and salaries is gender inequity. Although the situation has improved in the country, nevertheless, there is still an important problem of inequity and family violence, which has especially affected women— in a country where women head about 31% of the households¹⁰. Moreover, a total of 4,136 charges/complaints were registered with the Attorney General Office for the Protection of Women during the period October 1997 to November 1998. The most reported types of complaints were sexual violence (50.8%), physical violence (24.4%), and psychological violence (23.1%)¹¹. This situation reveals the vulnerability of women and minors to physical and psychological violence. This has been a factor in the commercial sexual exploitation of minors.

Education System

The Dominican Constitution states that basic education must be compulsory and free. Children usually start school at the age of six and are required to attend primary school for eight years. In 1999, about 1.3 million children between the ages of 6 to 13 were enrolled in primary school.¹² Of these, 50.3% were boys and 49.7% were girls, with a net enrollment rate of 89.4%. The primary school promotion rate was about 80%. While the repetition rate was relatively low (about 5.6%), the desertion rate was high (14.4%), with many children dropping out of school during the first or eighth grade.¹³ Only 32.2% of children under the age of 6 attended pre-school. In 1998, the Dominican government spent about 2.5% of GDP on education. This amount is well below the 4.5% of GDP mandated by law.¹⁴

For many Dominican children, access to quality education is still limited -- about 10.6% of school-

7 Families suffering conditions of poverty are those with an income less than double the cost of basic food needs and families suffering conditions of indigence.

8 This includes families with an income less than the cost of basic food needs.

9 Basic social indicators of the countries in the northern region of Latin America and the Caribbean, CEPAL, 6, April, 2001.

10 *Latin American and Caribbean Statistical Yearbook, 1999*, CEPAL (1997 data).

11 Clara Báez, "Estadísticas para la Planificación Social con Perspectiva de Género" ("Statistics for Social Planning from a Gender Perspective"), June 2000, p. 115

12 Education Statistics and Indicators, 1999-2000, Office of Education Planning, SEE, March 2001.

13 The grades with the highest dropout rates are 1st grade (10.1%), 6th grade (10%), and 8th grade (12.5%).

14 Draft Evaluation of the Ten-Year Education Plan, USAID, 2001.

aged children (159,068) do not attend school.¹⁵ According to official statistics, this number is believed to be significantly higher due to the fact that many school-age children (about 24%)¹⁶ do not possess a birth certificate – a document that is required for school registration at all levels.¹⁷ Many of these children are probably engaged in some form of child labor. In rural areas, school infrastructure is poor and inadequate, with many children having to walk long distances to attend schools that lack basic furnishings and didactic materials. School fees and the costs of uniforms, books, meals, and transportation are also impeding children's access to basic education. The quality and relevance of education are also important determinants in school attendance and participation in economic activities. Also, the availability of recreational and educational spaces in the community affects how children spend their free time. This is particularly relevant given that children attend school an average of four hours per day (either in the morning or afternoon shift).¹⁸

TEN-YEAR EDUCATION PLAN

Since 1992, the most important instrument of educational policy in the country has been the Ten-Year Education Plan or *Plan Decenal de Educación* (PDE). The main goals of the PDE include: improved access to a higher quality education system, with curricular reform, improved conditions for teachers, the enactment of a new education law, greater community participation in the educational system, and the allocation of increased financial resources to education.

A recent evaluation of the PDE reveals that while some progress has been made in achieving the above-mentioned goals, there is still a lot of work to do. The evaluation found that there is greater public awareness at all levels of these needs for change and also that civil society organizations are more actively involved in the educational development of the country. School coverage at the preschool, basic and secondary levels also appear to have increased. Teachers' salaries have increased slightly in nominal terms, and about 25,000 teachers have obtained higher educational training. Despite these positive developments (including the enactment of a new education law -*Ley General de Educación* in April 1997- and curriculum), allocations for education remain well below the 4.5% of GDP required by law.

Source: Draft Evaluation of the Ten-Year Education Plan. USAID. 2001.

1.4 Child Labor in the Dominican Republic

According to preliminary data from the National Survey on Child Labor (*Encuesta Nacional de Trabajo Infantil, ENTI, 2000*)¹⁹, there are approximately 443,000 working children in the Dominican Republic between the ages of 5 and 17²⁰. This number represents 18% of children in the 5-17 age range. Almost three-fourth (333,641) of these working children are boys. The main occupations for working children are as sales persons (including street vendors), servants (including domestic workers), agricultural workers, and shoe-shiners. Working boys are mostly engaged in agriculture (24%), services (20%), and craft-making activities (19%). The majority of working girls are engaged in services (53%) and commercial and sales activities (29%), with a relatively small percentage (7%) engaged in agriculture.

In rural areas, the percentage of children that work is 20% while 17% work in urban areas. However, the numbers behind these percentages show that a greater number of children work in urban areas

15 Education Statistics and Indicators, 1999-2000, Office of Education Planning, Ministry of Education, March 2001.

16 Informe del Servicio de Informaciones de Conglomerados Múltiples - MICS, sponsored by UNICEF, ONAPLAN, and ONE, 1999.

17 Whether or not children have the right to attend school regardless of their legal status has become an issue of public debate in the Dominican Republic. In a recent newspaper article, Vicepresident and Education Minister Milagros Ortiz Bosch announced that the Ministry of Education would create a school registration system that allows children without a birth certificate to register and attend school. *Listin Diario*, July 4, 2001.

18 Another problem faced when an attempt is made to withdraw children from exploitative work is the lack of recreational infrastructure in their communities. When the children stop working, they are not accustomed to spending their free time in leisure activities such as playing or reading. This reinforces their parents' perception that work is the best option.

19 The preliminary data cited in this document should not be quoted or disseminated further until they have been fully validated. The official data from the Survey are expected to be published in September 2001.

20 *Individual Questionnaires for Economic Activity in the Last Week, ENTI, 2000*. This estimate is not calculated with the expansion factors of the sample given that they have not yet been recalculated. The estimate was obtained by multiplying the proportion of children and adolescents that claimed to have performed some type of economic activity (with pay, profit, or no pay) the week before the interview and the estimated population (5-17 years old) of the Dominican Republic in the year 2000. It is also important to note that this estimate does not reflect the economic activity of children working in their own homes.

(251,514) as opposed to rural areas (191,582). This phenomenon can be attributed to the urbanization process that the Dominican society has been experiencing.²¹ Child labor seems to be heavily concentrated (62%) in two geographical areas -- the National District and Cibao Region.

While the ENTI survey is able to provide a great deal of information about child labor in the Dominican Republic, some worst or hidden forms of child exploitation are not easily captured. In order to assess the nature of exploitative child labor in the country, a number of baseline and rapid assessment surveys are being conducted in high-risk sectors or areas.²² They include:

- *Municipality of Constanza*: Child labor in hazardous **commercial agriculture** and other high-risk activities (such as street vendors.)
- *Peravia Province*: Child labor in **coffee** production.
- *Azua Province*: Child labor in **tomato** harvesting.
- *Municipalities of Villa Riva y Arrenoso*: Child labor in **rice** production.
- *Boca Chica*: Commercial **sexual exploitation** of children.
- *Santo Domingo and other urban areas*: Child **domestic service**.

Preliminary information from the baseline surveys and other studies indicate that in agricultural activities children are often exposed (directly or indirectly) to herbicides and pesticides. They work for long hours (from 7 in the morning to early evening), carry heavy loads, and are exposed to extreme temperatures and weather changes. They use sharp instruments and heavy machinery while harvesting crops. These children suffer many physical and psychological illnesses, cuts, abrasions, and sometimes mutilation and even death. Moreover, the long-term effects to children of working in hazardous conditions are largely unknown.

The commercial sexual exploitation of children is considered one of the worst forms of child labor and a form of sexual violence that affects a great number of children under 18. It is a problem that arises from a number of factors, including irresponsible adult sexual behavior, poverty and family violence. These factors lead children to leave their homes in search of better opportunities as well as become involved with organized networks of pedophiles and intermediaries that benefit from the exploitation of children. Sexual tourism and cultural tolerance of the problem may also exacerbate the problem. Children forced into prostitution are exposed to many physical dangers and psychological traumas. These children suffer verbal and physical abuse and are exposed to sexually transmitted diseases and pregnancy.

Given the characteristics of the problem of commercial sexual exploitation (its illegality, clandestine nature, and the social stigma attached to it) it is difficult to obtain reliable data on the number of children involved in this activity. A 1994 study on "neoprostitution" of children in the Dominican Republic²³ estimated that more than 25,000 children suffer from commercial sexual exploitation in the country. Two out of three children suffering from this form of violence are girls. An estimated 3% of girls and 2% of boys between the ages of 6 and 18 years old are engaged in this activity. Although believed to be an underestimation of the problem, this data has been widely disseminated. No other studies have verified or confirmed these estimates given the difficulty of establishing a statistically representative sample.

²¹ About 60% of the Dominican population resides in urban areas.

²² The results from the baseline surveys will provide concrete and reliable data about the situation of working children prior to implementing direct action programs. This information would also facilitate the development of precise and quantifiable indicators to measure impact and evaluate the interventions. Child labor data will also be collected for the following sectors: sugarcane, tobacco, fishing, cacao, and urban informal work.

²³ Emmanual Silvestre, Jaime Rijo, Huberto Bogart "La Neo-prostitución Infantil en República Dominicana", ONAPLAN - UNICEF, 1994

1.5. The response

The Dominican Republic ratified the UN Convention on the Rights of the Child in 1991. The Code for the Protection of Children and Adolescents was adopted in 1994 (*Ley 14-94*) and established the minimum age for employment at 14. The Code also established the institutional foundation and procedures for the comprehensive protection of children and adolescents below the age of 18. The Governing Body (*Organismo Rector*) of the System for the Protection of Children and Adolescents was established as part of “Law 14-94.” The *Organismo Rector* is constituted by the Ministry of Public Health and Social Assistance (SESPAS), the SEE, the Office of the Attorney General, the Child Protection Council, the Technical Secretariat of the Presidency, and two representatives of non-governmental organizations.

In January 1997, a Memorandum of Understanding was signed between the Government of the Dominican Republic and the ILO, through which IPEC began its activities in the country. One of the first activities undertaken was the creation of the National Steering Committee to Combat Child Labor in March 1997. In the same year, a report on child labor in the Dominican Republic was produced. During a national consultation in 1999, the National Report on Child Labor was discussed with relevant social partners and proposals were made for the elaboration of a national action plan to eliminate child labor.

ILO Convention No. 138, on the minimum age for employment, was ratified by the Dominican Republic in June 1999. In November 2000, ILO Convention No. 182, on the worst forms of child labor, was ratified, and the National Steering Committee is now deeply involved in the dissemination of the Conventions in every province of the country.

Since August 2000, the newly elected Dominican authorities have aimed at more efficiently promoting the human rights of children and adolescents. They are engaged in the process of organizing and setting priorities to implement a system for the protection of children and adolescents. Under the leadership of the CONANI and the Governing Body (*Organismo Rector*), and with the support of UNICEF, the preparation of a National Plan for the Promotion of Children’s and Adolescents’ Rights has advanced. The development of the National Plan has implied an active participation of public institutions in determining appropriate strategies, responsibilities, and priorities. A special session of the Government Assembly was held in April 2001 in order to discuss the situation of children and adolescents in the country; all the State Ministers agreed that implementation of policies to protect children must be a priority. In February 2001, a National Workshop was held to define the highest priorities – both education and commercial sexual exploitation were identified as priority areas.

Moreover, the government is instituting a number of social policy measures²⁴ to ensure that children enroll and stay in school, thereby preventing child labor. Some of these measures include:

- Nutrition supplement programs for school children;
- Monthly subsidies of approximately US\$18 dollars for poor families, under the condition that children attend school (part of the National Plan to Combat Poverty); and
- Donations of uniforms and books to poor children.

To stop and prevent the commercial sexual exploitation of children and adolescents in the country, a number of steps have been taken in recent years. The Interinstitutional Commission to Prevent and Eliminate Commercial Sexual Exploitation in Tourist Areas was created in 1996. It is comprised of a number of government agencies, including the Ministry of Tourism, the National Police, the National

²⁴ These programs are being implemented as pilot projects in a small number of cities in the Dominican Republic. It is expected that their coverage will be expanded at the national level in 2002/2003.

Directorate of Migration, and the Governing Body (Organismo Rector). In 1996, the Commission implemented a Preventive and Attention Strategy for children and adolescents that have been victims of commercial sexual exploitation in tourist areas. A National Action Plan Against the Commercial Sexual Exploitation of Children and Adolescents was developed in January 2000.

Furthermore, since 1998, IPEC has had some initial experiences of direct intervention to remove children from the worst forms of child labor in the agricultural sector (the sector identified by national actors as having the highest concentration of child labor in the country) and provide educational and other services to these children and their families. High-risk geographical areas or agricultural sectors have been selected as priority for intervention, including the Municipality of Constanza, the coffee-growing zones of the Province of Peravia, the tomato-producing zones of the Province of Azua, and the rice-producing zones in the Municipalities of Villa Riva and Arenoso.

These interventions have shown the exploitative conditions in which thousands of children presently work in the Dominican Republic. Public authorities have given their support and made commitments to these types of initiatives to such an extent that the current program in Constanza is now being fully financed by the SET. Additional support, however, is necessary to make Constanza the first Dominican municipality free of the worst forms of child labor.

1.6. The need for TBP preparatory activities in the Dominican Republic

The development of a time-bound program (TBP) to eliminate the worst forms of child labor in the Dominican Republic seems timely given the following factors:

- Existence of significant level of the problem of child labor;
- Government's recognition of the problem and its commitment to provide resources in order to solve it;
- Successful experiences of direct intervention in pilot projects, which have had a positive repercussion on a national level; and
- Consensus among key actors (government, employer and worker groups, NGOs, and community leaders) in society about the need to eliminate the worst forms of child labor.

However, some preliminary activities must be undertaken to prepare for the effective implementation of TBP in the country. The knowledge base on the worst forms of child labor must be improved; an assessment of government and international organizations efforts focusing on education and poverty alleviation must be undertaken; a consultative and participatory process for developing a national strategic plan for the elimination of the worst forms of child labor must be conducted; and the awareness-raising and sensitization of the general public must be heightened. In addition, new and on-going efforts to remove children from exploitative work must be fully coordinated and synergies between IPEC projects and other efforts explored. The aim of this project is to prepare the Dominican Republic for a TBP program while implementing pilot interventions (in Constanza and on commercial sexual exploitation) that demonstrate the feasibility of eliminating the worst forms of child labor and providing children and families with viable alternatives.

2.1. Direct Beneficiaries

The program will benefit directly 10,249 children at risk or engaged in hazardous work (in Constanza) and commercial sexual exploitation by withdrawing and preventing them from work and providing them with education and vocational training opportunities, and other services aimed at their rehabilitation. The program will also benefit 3,200 families in the areas of intervention by providing them with income generation alternatives.

The characteristics of these targets groups are the following:

<i>Less than 6 years of age:</i>	5,122 children will be integrated into pre-school programs in Constanza.
<i>Between 5 and 14 years of age:</i>	1,027 working children will be withdrawn from hazardous work; 3,000 children not attending school and at risk of being involved in the WFCL will be prevented from entering work and benefit from social protection measures in Constanza; 100 children will be withdrawn from and protected against commercial sexual exploitation; and 200 siblings will be prevented from commercial sexual exploitation.
<i>Between 15 and 17 years of ages:</i>	800 adolescents withdrawn from the worst forms of child labor (700 adolescents in Constanza and 100 adolescents in commercial sexual exploitation).
<i>Families:</i>	3,200 families of child workers in Constanza and Boca Chica will be provided with income generation alternatives (micro-credits and/or training).

2.2. Indirect Beneficiaries

The program will develop a prevention strategy through partner institutions and organizations (schools, local development committees, parents' associations, governmental organizations and NGOs) that will reach at least 13,000 children at risk of engaging in any of the identified worst forms of child labor.

The interventions at the national level (policy development, information, social mobilization, capacity building) will indirectly benefit all working children. One of the aims of these activities is to establish the basis for improving the knowledge base of the worst forms of child labor in the country, including the extent and nature of the problem.

Target interventions will benefit:

- 13,153 schoolchildren²⁵ between 5 and 14 years of age in Constanza that will be instructed by teachers that are more aware of the risks of child labor and that can more effectively manage pedagogical tools.
- 85,000 persons whose awareness has been raised through radio campaigns, bulletins, posters, and workshops in Constanza and other areas of intervention for the commercial sexual exploitation program (Boca Chica).

2.3. Direct Recipients

The project will develop several initiatives (such as training workshops, awareness raising sessions, and social mobilization activities) to strengthen the capacity of organizations working on children's issues in the Dominican Republic. The National Steering Committee²⁶ will be one of the cornerstones of the capacity building efforts, since most of the national institutions involved in child labor are members of the Committee. In its direct interventions, the program will work together with local and regional offices of the institutions represented in the NSC and other organizations strongly rooted in the communities (REDTIs, churches, development associations, parents' associations, and others).

At least 200 school teachers in areas of intervention will be provided with training and awareness raising concerning the special needs of children engaged in the WFCL.

In the commercial sexual exploitation component, direct recipients will be the State Bureau of Tourism, the National Police, the National Directorate of Migration, the *Organismo Rector*, CONANI, the Office of the Attorney General, and NGOs working with sexually exploited children. These government and non-government entities will be trained and their capacity will be built by the project. The role of these institutions and the capacity to be provided by the project is described in Section 3 of this document (Project Approach and Strategy).

2.4. Partners

The preparatory activities of the TBP will be implemented by individual consultants, consulting firms, research institutes, communications enterprises, and other organizations, which will be chosen on the basis of their experience with the issues and their commitment to the program objectives. Implementation of the institutional strengthening components will employ the assistance of experts on the identified issues, and they will be carried out in close collaboration with the relevant public institutions.

A community child labor monitoring system will be designed at the start of the program, with the support of representatives of local organizations (see *Annex III* on community-based child labor monitoring for more information).

A number of non-governmental agencies will implement the direct action component. These organizations will be selected on the basis of the knowledge of the communities and their expertise and capacity for delivering services to the target population.

²⁵ The school enrollment was 13,153, including private and public schools.

²⁶ The following institutions are members of the National Steering Committee to Combat Child Labor: the Ministry of Labor (SET); the Ministry of Education (SEE); the Ministry of Sports; the Ministry of Public Health and Social assistance; the State Women Secretariat; the State Youth Secretariat; the National Planning Office; Youth Pastoral; the National Workers' Union Council; the National Private Enterprise Council; the Dominican Municipal League; the Governing Body (*Organismo Rector*) to Protect Boys, Girls, and Adolescents; the CONANI; the Family Institute (IDEFA); UNICEF; OIT/IPEC; the National Trade Union of Dominican Workers.

On the basis of recommendations made in the Evaluation of the “*Action Program to contribute to the elimination of child labor in high-risk agricultural activities in the Municipality of Constanza*,” the credit component will be executed by agencies that specialize in the administration of credit portfolios and rotating funds.²⁷ Non-profit institutions will be selected that are established in the geographic zones of intervention and that also have a proven track record in managing loans to persons of very limited resources.

Individual consultants and NGOs will implement the commercial sexual exploitation program. The component that aims to create a model for approaching the problem in Boca Chica will be implemented by an NGO, the Family Institute (*Instituto de la Familia-IDEFA*), in close collaboration with local authorities and institutions, such as the police, the local office of the *Organismo Rector* as well as educational centers and health clinics.

Other important partners are those organizations/institutions with technical cooperation programs closely related to child labor. While the action program to prevent and eliminate commercial sexual exploitation is being implemented, UNICEF will be carrying out complementary activities; therefore, close coordination will be established between the two agencies to avoid duplication of efforts and to share lessons learned. To ensure coordination, the possibility of co-financing some activities will be explored to increase coverage and impact. Some joint activities may include: training workshops and awareness raising campaigns

The Inter-American Development Bank (IDB) is also an important ally in education matters since it is currently designing the third phase of a program on basic education, expected to start in June 2002. This program includes the construction of school infrastructure, curriculum development, training of teachers, dissemination of texts and materials, institutional strengthening, monitoring and evaluation, and two other components -- school breakfast and national examinations -- which will be co-financed with the World Bank.

²⁷ As a requirement for obtaining the credit, families will be required to enroll and send their children to school. The credit agencies will coordinate closely with the organizations implementing the social components of the project. By working with these credit agencies, the organizations' awareness about child labor will also be raised.

3.1. Narrative

This project has two major components. The first is a national level program to create the conditions for developing a Time Bound Program (TBP) in the Dominican Republic. This component includes three sub-components: (a) information and mapping, (b) policy development, and (c) awareness-raising, social mobilization and capacity building. The second major component includes direct action programs to demonstrate the feasibility of eliminating the worst forms of child labor. Two direct action programs will be developed – an integrated area-based intervention in Constanza and a program to combat sexual exploitation of children in Boca Chica.

3.2 Creating the conditions for the development of a TBP²⁸

Information and mapping – Improving the Knowledge Base

In order to ensure that a TBP on the worst forms of child labor responds to the national reality, a study on socioeconomic issues will be undertaken. Information on relevant socioeconomic indicators (e.g., poverty, health, education) will be compiled to assess how these factors could affect the elimination of the worst forms of child labor. This study will also help to ensure that goals of the TBP are realistic and concrete.

Furthermore, information will be gathered on the institutional framework at the national level in order to build innovative alliances with public institutions, NGOs, international organizations, and international financial institutions for the implementation of the TBP. The TBP strategy is to assess, coordinate, and implement combined efforts with all institutions committed to children's welfare, family, and community development in order to ensure the sustainability of the efforts.

Existing studies on legal framework will also be reviewed and additional studies conducted (if necessary) to ensure the consistency of the national legislation with the requirements of the ILO Conventions on child labor. Also, the national legislation will be reviewed to identify any inconsistencies in the laws addressing child labor (e.g., Labor Code, Children and Adolescent Code, and others).

To supplement the information obtained through the National Survey on Child Labor and improve the knowledge base on the worst forms of child labor, five additional baseline surveys will be conducted in sectors identified as hazardous (possibly sugarcane, tobacco, fishing, cacao, and urban informal work).²⁹ This information will be used to design effective interventions to remove children from exploitative work.

²⁸ This project will benefit from the experience gained from a similar process in Tanzania, Nepal and El Salvador for developing TBPs.

²⁹ An additional survey will be conducted on child domestic servants with funding from the Canadian government. Also, a number of follow-up surveys will be conducted (e.g., Constanza and Commercial Sexual Exploitation) to assess the impact of project activities. In agricultural sectors, hazardous tasks and activities will be identified through targeted studies to be conducted in Constanza.

Policy development

Policy development will be based on information collected to identify: (a) the worst forms of child labor in the country, (b) the geographic areas in which they are concentrated, and (c) the conditions under which they take place. Therefore, a consultative process will be undertaken in all regions of the country and all concerned groups will be invited to participate, including employers, workers, and all civil society and governmental organizations. The main output of this process will be a list of the worst forms of child labor that has been endorsed by the relevant groups. This list will then be used to prioritize the worst forms of child labor on which the TBP will focus.

A National Strategic Plan for the elimination of the worst forms of child labor will be developed by a joint and coordinated effort of government and civil society. Developing a National Strategic Plan will be an extremely important exercise that will also include the participation and support of the National Steering Committee members. This will be both a challenge and an opportunity for the Committee since priorities will need to be identified, responsibilities assigned, and resources allocated in order to make the National Strategic Plan fully operational. In essence, this Plan will form the basis for the TBP to eliminate the worst forms of child labor in the country. The involvement of key partners in this process will demonstrate their commitment to the fight against exploitative child labor. This project will support the development of the TBP, which in essence is a national initiative led by the relevant national authorities. Therefore, it is important that national actors design their own policy on the elimination of the worst forms of child labor and that it be embedded in all the poverty alleviation policies. This policy should also fit within the larger umbrella of child welfare and employment policies and it will guide the development of all technical cooperation programs.

As part of the process of identifying the worst forms of child labor and of drafting the National Strategic Plan, special attention will be given to strengthening the National Steering Committee's role as the inter-institutional coordinating body on child labor. The SET has demonstrated a leadership role on this issue but other relevant government entities must be encouraged to more actively participate and contribute to the process. The active participation of government and non-governmental organizations in the National Steering Committee will reinforce their individual roles in combating child labor and encourage greater coordination and consolidation of resources.

The SET intends to establish a Child Labor Unit (CLU) within the SET. The Unit will become the governmental body specialized on the elimination of child labor and protection of adolescent workers. This Unit is expected to be established in early 2002 and will provide important support and follow up to the National Steering Committee's activities and decisions.

To complement the national policies mentioned above, improvement of the education system will be supported by establishing a high-level consultative group to analyze the condition of primary and secondary education in the country and to propose necessary reforms.

Awareness raising, social mobilization and capacity building

Social sectors (employers, trade unions, NGOs, academics and others) will be mobilized to contribute their knowledge of the issues and problems and make suggestions for the development of the TBP. Targeted mobilization with donors and key partners on the development of TBP will be undertaken to ensure that their initiatives are child labor sensitive and that they target families with children at risk.

Likewise, these organizations will be expected to support efforts aimed at eliminating the worst forms of child labor in the country, consistent with their respective roles and expertise. In addition, a special sensitization campaign will be undertaken with private sector representatives and efforts will be made to reach agreements on the elimination of child labor in high-risk sectors.

A number of communication tools will be employed to raise awareness about the exploitation of children and the need for education. Dissemination of information will be done using the radio, newspaper, and TV to reach a mass audience. In addition, training workshops aimed at a specific sector or geographic zone will be conducted. Journalists and media specialists will be targeted as they have a great deal of influence on public attitudes and perceptions. These sensitization campaigns and training are essential to the effective implementation of the project.

Efforts will be made to raise awareness and to train NGOs working on children's issues, as well as development issues. This will broaden the number of IPEC's potential partners and sensitize new organizations that would take the target population into account when designing and implementing assistance programs for poor or disadvantaged families and children.

The capacity of governmental and non-governmental organizations will also be strengthened through a number of training workshops on the design and implementation of policies and programs to eliminate the worst forms of child labor. In particular, SET officials will receive training so that they can more effectively contribute to the identification, monitoring, and verification of the worst forms of child labor. Given the Dominican institutional framework, sustainability would be best served if the Educational District Council were to take on a leadership role at the municipal level in the elimination of the worst forms of child labor. The Council is a collegial structure in which different actors participate: the Municipal Government, the Parents and Friends of the School Associations, the Educational District,³⁰ a representative of the private schools, and one student representative. This Council manages its own budget and sets its own priorities. The capacity of the Council will also be strengthened, especially the Community Outreach Unit, so that by the end of the program it will be able to take on responsibilities and carry out actions presently implemented by local partner NGOs. These efforts will be pilot-tested in Constanza and then implemented in the rest of the country.

3.3. Targeted pilot interventions (demonstration projects)

The objective of this component is to demonstrate the feasibility of eliminating the worst forms of child labor by implementing "pilot" projects that withdraw children from hazardous work and provide them with educational opportunities. The experience gained from these direct action interventions will be used during the design and implementation of the TBP. An important component of this Project will be the removal of a significant number of children from the worst forms of child labor in selected sectors. In the case of **Constanza**, the challenge is to make the whole municipality free from the worst forms of child labor. To achieve this objective, the project will closely coordinate its activities and try to reach agreements with ongoing and planned government programs (such as the National Plan to Combat Poverty) and international organizations initiatives (IDB Basic Education Program). The strategy has changed from a sector-specific intervention to a broader, area-based strategy that reduces the risk of children moving from one hazardous form of work to another. A study of hazardous work in agricultural activities will be conducted that takes into account the health effects of this type of work on children and assesses the workplace risks. Lessons learned from the first phase of direct action intervention in Constanza will be taken into consideration in the design and implementation of this new area-based program. (See Annex 1 for more detail).

For the elimination of **commercial sexual exploitation of children**, the project will attempt to create a model approach for addressing this problem in the Boca Chica area. It will aim to improve the local institutional capacity to prevent the problem by: (a) raising awareness and mobilizing key sectors, (b) identifying cases of commercial sexual exploitation, (c) providing child protection services, and (d) effectively sanctioning exploiters. Even though this is just one geographic zone, the model developed

³⁰ The Education District is the educational institutional infrastructure that operates at the district level and that has been given management/administration autonomy under the Education Law.

for Boca Chica will provide much needed experience for local institutions by working in a well-coordinated and targeted manner. It is expected that lessons learned through this process will be replicable and sustainable at other high-risk areas and at the national level. (See Annex 2 for more detail).

It is important to emphasize that direct intervention actions in the two sectors should not be considered as isolated interventions, but instead they should be seen as components of a single national program. The immediate objectives of these Annexes will be the products or results that should be realized in order to contribute to the attainment of the general objective of the national program.

Community-based Child Labor Monitoring System

In the areas of interventions (Constanza and Boca Chica), a community-based child labor monitoring system, with a tracking component will be designed and implemented to verify that children removed from hazardous work are attending school. This system will involve the active participation of public institutions, particularly the SET, local NGOs, and schools. Broad community participation will ensure the sustainability of the monitoring system. The design of the child labor monitoring system will take place during the first three months of the project and involve the participation of community leaders and local government institutions. The community-based child labor monitoring system is expected to be used as a management tool for these organizations. The system will use the lessons learned from the projects that are currently being implemented in the Dominican Republic (rice, tomato and coffee sectors). See Annex 3 for more detailed information on the child labor monitoring system.

3.4. Project Components

COMPONENT	ELEMENTS OF THE COMPONENT	TYPE OF IMPLEMENTING PARTNER PROPOSED
Creating the conditions for developing a TBP		
Information and Mapping	National CL Survey Baseline studies Issue Studies (socio-economic, environment, & legal issues; institutional framework)	Consultants Universities NGOs
Policy Development	Mapping and prioritizing of the worst forms of child labor National Strategic Plan Strengthening of the NSC	Consultants Public officials International organizations
Social Mobilization and Capacity Building	Mobilization of new donors and partners Agreements with private sector Training of NGOs and institutions	Communication enterprises Employers and workers organizations NGOs and consultants
Targeted Pilot Interventions (demonstration projects)		
Constanza area based	Information gathering, registration and establishment of a child labor monitoring system Awareness raising Social protection measures (education, health, and income generation) Strengthening of institutional capacities	Consultants NGOs
Commercial Sexual Exploitation	Institutional strengthening Awareness raising and social mobilization Social protection measures (education, health, and income generation) Model for prevention	Consultants NGOs
Community-based Child Labor Monitoring System	Community based child labor monitoring system Tracking system	Public Officials Labor inspectors Consultants NGOs

3.5. Objectives and Indicators

Development objective: To contribute to the elimination of the worst forms of child labor in the Dominican Republic		
Immediate objectives	Indicators	Means of verification
Creating the conditions for developing a TBP		
O.1. At the end of the project there will be a greater understanding of the worst forms of child labor in the country and an institutional capacity to address them	Coverage (by sector and theme) of the information gathered, analyzed and used	Qualitative analysis of reports produced Institutional mapping and study (see Outputs 1.1 and 1.2 below)
	Number of initiatives and policies that are based on information gathered.	Institutional mapping and study (see Outputs 1.1 and 1.2 below)
O.2. At the end of the project, the capacity of the relevant organizations will be strengthened (including awareness raising) to develop initiatives to address the worst forms of child labor	Number of agreements signed with private sector organizations	Agreements and other documents
	Number of agencies regularly participating in the Consultative Groups on Education and Child Labor	Minutes of the meetings
	Number of NGOs and trade unions that are designing and implementing initiatives to eliminate the worst forms of child labor.	Qualitative review of partners' initiatives by project management
O.3. At the end of the project, a National Strategic Plan, including TBP, will have been put in place to eliminate the worst forms of child labor	Number of institutions that include National Child Labor Policy commitments in their programs and budgets	Annual programs and budgets of government institutions
	Number of agencies and donors willing to participate in the TBP	Minutes of the meetings and Responsibilities Matrix
Targeted Pilot Interventions (demonstration projects)		
O.4. At the end of the project, the worst forms of child labor will have been eliminated in Constanza through withdrawal, rehabilitation and prevention measures. (See further details in logframe in Annex 1).	Number of children engaged in worst forms of child labor in Constanza	Community-based child labor monitoring system Follow-up baseline survey
	Percentage of children engaged in hazardous activities	Tracking system
O.5. At the end of the CSE project, the capacity and increased commitment to prevent and eliminate CSE by public and private sector institutions is strengthened. (See further details in logframe in Annex 2).	Number of children targeted by key institutions that have been strengthened by the project	Reports from participating institutions
	Number of children withdrawn and provided protection services using a new intervention model.	Reports from participating institutions
	Number of actions designed and initiated by key institutions on the elimination of commercial sexual exploitation outside the project	Review of policy and program documents, budgets, etc. in which such actions might be described
O.6. At the end of the project, a community-based child labor monitoring system is created	Coverage (by sector and theme) and relevance of community-based child labor monitoring system	Qualitative analysis of reports produced by monitoring system (by project management)

Development objective: To contribute to the elimination of the worst forms of child labor in the Dominican Republic		
Immediate objectives	Indicators	Means of verification
and pilot tested in Constanza in preparation for use in other areas of the country. (See also logframe in Annex 1 for Constanza specific system).	Number and quality of monitoring reports produced using the new system	Qualitative analysis of reports produced by monitoring system (by project management)
	Number of follow-up actions taken by relevant institutions taking as a basis information provided by the monitoring system	Statistics provided by relevant institutions and monitoring system

3.6. Outputs and activities

Development Objective: To contribute to the elimination of the worst forms of child labor in the Dominican Republic		
Immediate Objectives	Outputs	Main Activities
Creating the conditions for developing a TBP		
O.1. At the end of the project there will be a greater understanding of the worst forms of child labor in the country and an institutional capacity to address them	1.1. Mapping document and institutional diagnostic study prepared and published	1.1.1. Contract a consulting firm to provide support for the complete identification process of the worst forms of child labor 1.1.2. Organize seminars in the 8 regions of the country with governmental organizations, NGOs, workers and employers in order to gather information and to identify worst forms 1.1.3. Prepare a registry of NGOs (by work region and sector) that could be potential IPEC counterparts 1.1.4. Organize a national seminar to present the map of the worst forms and also the registry of NGOs 1.1.5. Edit and publish the registry of institutions
	1.2. Study published of existing programs that operate in the country (run by governmental institutions, non-governmental organizations, international cooperation) and of the possibilities of those programs to contribute resources to the TBP	1.2.1. Produce an information-collecting instrument, collect the information, and systematize it 1.2.2. Design a data base of all existing programs 1.2.3. Define the Responsibilities Matrix and the areas of cooperation with other international organizations
	1.3. Baseline studies published	1.3.1. Identify research institutes in order to carry out 5 baseline studies ³¹ 1.3.2. Present the results to the National Steering Committee in order to request counterpart resources from all institutions participating in the implementation of programs 1.3.3. Make intervention proposals in each zone/sector

³¹ Five baseline studies have been made with the aim of designing 6 AP, since one of them will be the AP in the rice producing provinces where the baseline is presently being implemented.

Development Objective: To contribute to the elimination of the worst forms of child labor in the Dominican Republic		
Immediate Objectives	Outputs	Main Activities
	1.4. Document prepared recommending legislative reforms	1.4.1. Consultant prepares comparative studies between national legislation (Children and Adolescents Code, Family Code, Labor Code, Education Law and others) and International Conventions. 1.4.2. Organize seminars with judicial sector in order to present legislative studies 1.4.3. Consultant prepares proposals to modify legislation whenever necessary and to present the proposals to the National Steering Committee
	1.5. Document published containing a summary of the socioeconomic context of the country	1.5.1. Contract an institution to carry out research 1.5.2. Collect information about poverty levels, income distribution, per sector GDP, unsatisfied basic needs, labor markets and other matters. 1.5.3. Prepare report and publish it
O.2. At the end of the project, the capacity of the relevant organizations will be strengthened (including awareness raising) to develop initiatives to address the worst forms of child labor	2.1. Massive child labor information dissemination campaign carried out	2.1.1. Design dissemination campaign (posters, brochures, calendar, video, publicity spots, and songs that mention child labor in the DR) 2.1.2. Validate the material in workshops 2.1.3. Publish the material 2.1.4. Organize awareness raising seminars with communications media representatives
	2.2. Agreements or understandings with agricultural sector representatives (including producers and trade unions) signed	2.2.1. Hold 10 meetings with national organizations that are concerned about the issues (including the Chamber of Commerce, the Dominican Farming Institute, the Dominican Agrobusiness Board, Ministry of Agriculture, etc.) 2.2.2. Sign agreements to eliminate and prevent child labor

Development Objective: To contribute to the elimination of the worst forms of child labor in the Dominican Republic		
Immediate Objectives	Outputs	Main Activities
	2.3. A consultative group formed on education and child labor that promotes educational improvements	<p>2.3.1. Present the initiative to education officials</p> <p>2.3.2. Form a consulting group on education and child labor, with the participation of the Teachers' Unions, UNICEF, UNESCO, BID, SEE and all other institutes that do work related to the topic</p> <p>2.3.3. Revise existing evaluation documents on education in the country.</p> <p>2.3.4. Organize 15 focus groups with teachers and different education system actors in order to guide the necessary reforms.</p> <p>2.3.5. Systematize information, prepare report, and discuss it within the consulting group.</p> <p>2.3.6. Prepare and present proposal of alternatives to deficiencies in the education system, starting in zones with highest concentration of child labor</p>
	2.4. A high level Sub-Commission formed of national institutions and international cooperation organizations to support and advise on the development of the TBP	<p>2.4.1. Call together all international organizations that have development cooperation programs (in accordance with the information collected in Output 1.1.1) and other relevant national institutions/organizations to discuss the TBP methodology</p> <p>2.4.2. Prepare a matrix that includes areas and programs of cooperation between institutions on a national and local level to establish synergies</p> <p>2.4.3. Identify the organizations that will participate in the Sub-Commission to support the development of TBP, as an ad hoc committee of the National Steering Committee</p>
	2.5. NGOs, trade unions and public officials trained in child labor and in the development of direct action programs to withdraw children from work	<p>2.5.1. Organize a training workshop on child labor and the formulation of AP proposals with NGOs identified in R.1.1.</p> <p>2.5.2. Strengthen NGO Coordinating Committee in order to eliminate existing child labor</p> <p>2.5.3. Train workers' organizations in how to develop child labor programs</p> <p>2.5.4. Prepare a training manual and train SESPAS Public Health Care Unit coordinators.</p> <p>2.5.5. Train SET officials on workplace inspection and child labor tracking and reporting.</p>

Development Objective: To contribute to the elimination of the worst forms of child labor in the Dominican Republic		
Immediate Objectives	Outputs	Main Activities
O.3. At the end of the project, a National Strategic Plan, including TBP, will have been put in place to eliminate the worst forms of child labor	3.1. A National Strategic Plan to eliminate the worst forms of child labor prepared and published	3.1.1. Organize sector seminars and invite MDT specialists (on labor policy, professional training, occupational health, rural development, norms) and national authorities from each of the sectors, businessmen, and workers 3.1.2. Contract consultants to systematize information and to help prepare the Plan 3.1.3. Prepare a National Strategic Plan, together with all public institutions that are members of the National Steering Committee 3.1.4. Negotiate with the institutions in regards to their budgetary commitments to ensure the attainment of the Plan 3.1.5. Present National Strategic Plan to the country as a whole 3.1.6. Reinforce the National Steering Committee's role as an inter-institutional coordinating body with decision-making powers
	3.2. Child Labor Attention Unit to eliminate child labor and to protect working adolescents formed and operational	3.2.1. Prepare and discuss a proposal to form the Unit 3.2.2. Government assigns budgetary funds in the current and future budgets 3.2.3. Choose personnel and provide them with equipment 3.2.4. Train personnel 3.2.5. Involve personnel in project identification and in tracking to eliminate child labor
	3.3. TBP document prepared and sent to the donor country through ILO/IPEC	3.3.1. Prepare a SWOT matrix with results of information collected in O.1. 3.3.2. Contract a consultant to prepare the TBP PRODOC 3.3.3. Conduct consultations with key partners 3.3.4. Send the PRODOC to the subregional coordination, to headquarters and to the donor for revision 3.3.5. Make changes and send final version to donor for approval
Targeted Pilot Interventions (demonstration projects)		
O.4. At the end of the project, the worst forms of child labor will have been eliminated in Constanza through withdrawal,	4.1. Improved access to educational alternatives and primary health care	4.1.1. Provide educational alternatives to children and adolescents that are part of the target population. 4.1.2. Cover 75% of Constanza with the SESPAS primary health care strategy (UNAPs).

Development Objective: To contribute to the elimination of the worst forms of child labor in the Dominican Republic		
Immediate Objectives	Outputs	Main Activities
rehabilitation and prevention measures.	4.2. Credit, savings, and vocational training programs operational	4.2.1 Conduct economic and feasibility assessments for target population 4.2.2 Extend micro loans to 1000 families to establish micro-businesses. 4.2.3 Establish and follow up savings program. 4.2.4 Train 3000 families through different technical-vocational courses.
	4.3. Awareness raised in entire community of Constanza, and Constanza is committed to eliminating the worst forms of child labor	4.3.1 Involve at least 50 organizations in the REDTI. 4.3.2 Carry out awareness raising campaigns that reach all municipal residents.
	4.4. Child labor elimination programs incorporated in local policy	4.4.1 Design and establish a local information system on child labor. 4.4.2 Prepare and implement municipal action system to identify, report on, and eliminate child labor. 4.4.3 Implement community-based child labor monitoring system that supports the process and makes it self-sustainable.
O.5. At the end of the CSE project, the capacity and increased commitment to prevent and eliminate CSE by public and private sector institutions is strengthened. (See further details in logframe in	5.1. The system for the comprehensive protection of children and adolescents strengthened at the national level regarding the prevention and eradication of the commercial sexual exploitation of children.	5.1.1. Implementation started of the National Plan Against the Commercial Sexual Exploitation of Children 5.1.2. Strengthen the public institutional response to reports of commercial sexual exploitation. 5.1.3. Promote the definition of prevention, protection and rehabilitation policies and institutional responsibilities in relation to sexually exploited children. 5.1.4. Training of 300 government employees concerning their responsibilities. 5.1.5. Promote the establishment of inter-institutional coordination on the issue.

Development Objective: To contribute to the elimination of the worst forms of child labor in the Dominican Republic		
Immediate Objectives	Outputs	Main Activities
<i>Annex 2).</i>	5.2. Comprehensive and sustainable model designed and applied for the protection and withdrawal of children from commercial sexual exploitation in Boca Chica and for the prosecution of exploiters	<p>5.2.1 Establish collaboration and training schemes for local institutions to create and systematize a sustainable model for the eradication of the commercial sexual exploitation of underage persons.</p> <p>5.2.2 Create the conditions so that the local public institutions (public health institutions, schools, child protection institutions, police and others) are able to provide protection against the commercial sexual exploitation to children and adolescents. The implementing NGO will support the establishment of the sustainable model for protection of the children, providing capacity building, training and technical assistance. The model will be based on the existing public institutions, which will register, provide protection and monitor the effectiveness of the interventions.</p> <p>5.2.3 Convert the tourist sector in Boca Chica into a strategic partner in the fight against the commercial sexual exploitation of children using dissemination of information, training seminars and advocacy sessions.</p> <p>5.2.4 Carry out training workshops and advocacy meetings with the media sector in order to convert it into a strategic partner in the fight against the commercial sexual exploitation of children.</p>
O.6. At the end of the project, a community-based child labor monitoring system is created and pilot tested in Constanza in preparation for use in other areas of the country. (See also logframe in Annex 1 for Constanza specific system).	6.1. Infrastructure for the community-based child labor monitoring system created	<p>6.1.1 Discuss with the Ministries of Labor, Education, and Health, as well as with implementing agencies, and other key community leaders the design strategies for the child labor monitoring system</p> <p>6.1.2 Design information collecting instruments based on those already being used in other programs.</p> <p>6.1.3 Define support and computer equipment needs for registering identified cases, for tracking the attention children receive from each institution, and for presenting status of cases.</p> <p>6.1.4 Contract consultants to prepare computer support.</p>

Development Objective: To contribute to the elimination of the worst forms of child labor in the Dominican Republic		
Immediate Objectives	Outputs	Main Activities
	6.2. Community monitors trained and new child labor monitoring system operational in Constanza.	6.2.1. Choose the community child labor monitors and provide training on new system 6.2.2. Design training materials and train facilitators 6.2.3. Offer training courses on how to use the proposed tools and on the objectives of a new child labor monitoring system 6.2.4. Establish monitoring criteria and procedures 6.2.5. Pilot-test community child labor monitoring system in Constanza.

3.7. Assumptions

1. The Government of the Dominican Republic adjusts its social policies and program to provide the same level of services to the target population in the event of natural disasters or economic instability.
2. A Government Council meeting takes place to ensure that the relevant government institutions dedicate resources to implement the activities detailed in this document.
3. The SET supports the project implementation by establishing a CLU.
4. The Inter-American Development Bank includes IPEC project areas in its Basic Education Project.
5. International organizations with child labor, education, and/or poverty alleviation as one of their priority areas of work establish linkages and avoid duplication of efforts.
6. The National Plan to Combat Poverty (which provides poor families with US\$18 subsidies) prioritizes IPEC project areas for pilot interventions.
7. The SEE establishes an Education District in Constanza.
8. The SESPAS implements the Primary Health Care strategy throughout the Municipality of Constanza.
9. Local public institutions in Boca Chica will provide social protection services (education, health, and others) to child victims according to their mandated responsibilities.

4.1. Institutional arrangement

National level

All project components have the objective of contributing to the immediate elimination of the worst forms of child labor. Therefore all activities carried out will be reported to the National Steering Committee to Eliminate Child Labor and the Commission against Commercial Sexual Exploitation, which will provide technical assistance and support for the implementation of project activities.

Implementation Level

The institutions that carry out the TBP preparatory activities will be selected taking into account their technical expertise and the transparency of their financial procedures.

The direct action programs will be executed by NGOs. Coordinating Committees for these programs will be established that involve the implementing agencies and representatives of the Local Networks for the Elimination of Child Labor (REDTIs).

Following are some possible implementing NGOs for the direct action components of the project. However, IPEC reserves the right to select, in coordination with the National Steering Committee, others implementing agencies during the negotiation of the action programs. The donor will be provided with a full list of implementing agencies at the start of the program.

Cooperativa Vega Real Inc. was founded in 1982. Its vision is “*to be a socioeconomic organization that is a flexible and committed leader to human development and the protection of the natural environment,*” and its mission is “*to contribute to the complete development of its members and to be connected to the community, thereby strengthening the cooperative movement.*” In its 19 years of existence, this organization has successfully expanded its services throughout the Central Cibao region with 9 offices in this area (an office is located in Constanza). It has twenty-six thousand members. The financial services it offers include deposits, savings accounts, financial certificates, and loans. It also offers social services, such as low cost health services and prescription plans that allow beneficiaries to buy medical drugs and then pay for them in installments.

El Instituto de la Familia (IDEFA), non-profit institution, was founded in 1984 to work with families in order to improve their quality of life. IDEFA provides assistance, psychological support, and guidance to its members. Over the period 1997-2000, IDEFA executed the project “The Right of Children and Adolescents to be Protected Against Commercial Sexual Exploitation,” which was financed by UNICEF and implemented in coordination with the NGO “*Caminante*” in Boca Chica and with “*Integración Juvenil*” in Puerto Plata. In Santo Domingo, it worked with the CONANI on the prevention of commercial sexual exploitation of children, creating awareness of the problem among the national government authorities and among the institutions that work with children. The project has directly benefited 115 children suffering from sexual exploitation.

IDEFA is being considered as a potential partner in the elimination of commercial sexual exploitation component in Boca Chica for the following reasons:

- It has proactively participated in the creation of the National Plan for the Promotion of

Children's Rights.

- It has extensive legal and political expertise that is essential for advocating for the rights of children with government institutions and private sector entities.
- It is a well-established NGO with adequate infrastructure for project implementation.
- It has experience working on sexual exploitation in Boca Chica; therefore it will be able to use lessons learned in the IPEC project.

4.2 *Management and coordination*

IPEC-ILO will establish an Office in Santo Domingo and will hire a National Program Manager (NPM) to organize and oversee the implementation of the project. The NPM will be assisted by a National Program Officer (NPO) and will be supervised by the IPEC Sub-regional Coordinator³² based in San Jose, Costa Rica. An administrative assistant will be hired to supervise the financial arrangements of each subprogram and review/revise progress reports. The NSC will be regularly informed of the program's status and results.

Under the supervision of the IPEC Sub-Regional Coordinator, the NPM will coordinate and monitor all the projects currently being implemented in the Dominican Republic (including rice, coffee, tomato sectors and Constanza and CSE projects). The NPM will be responsible for addressing political issues dealing with child labor and strengthening the NSC. In addition, the NPM will coordinate IPEC activities in the country and be the main liaison with the government and civil society.

The NPO will oversee the project on prevention and elimination of commercial sexual exploitation and he/she will also provide technical assistance to the National Commission for the Eradication of Commercial Sexual Exploitation. In addition, the NPO will assist the NPM on monitoring the TBP preparatory activities.

A project coordinator stationed in Constanza will oversee the implementation of the project in the Municipality of Constanza. The coordinator will be directly supervised by the National Program Manager and the Sub-regional Coordinator.

ILO-IPEC in Geneva will also play a role in overseeing the effective implementation of this project by providing technical and financial backstopping.

³² The IPEC Sub-regional Coordinator is responsible for coordinating and overseeing all IPEC activities in Central America, Panama, and Dominican Republic. Closely involving the Sub-regional Coordinator in project oversight ensures that there is consistency of approaches and strategies at the subregional level and that lessons learned can be shared across countries.

TBP preparatory activities

It is essential to clearly outline the sustainability issues of the actions/efforts to be undertaken as part of this project since these actions be the foundation for the development of a time-bound program for the elimination of the worst forms of child labor in the Dominican Republic.

One of the key factors to the sustainability of efforts to eliminate the worst forms of child labor is a national consultation process with broad participation of key actors at the national and local levels. This will ensure that the strategies developed and the priorities set are fully endorsed and supported by those that will be responsible for their implementation.

In a similar fashion, the availability of reliable data on the worst forms of child (through National Surveys or baseline studies conducted as part of this project) will provide a solid basis for designing direct action interventions that take local reality into consideration. In addition, the wide dissemination of information obtained through these data collection exercises will help compel public and private institutions that have previously ignored the problem to consider the elimination of child labor a priority item.

Developing a National Strategic Plan will be an extremely important exercise that will include the participation and support of the National Steering Committee members. This represents both a challenge and an opportunity to the Committee since priorities will need to be identified, responsibilities assigned, and resources allocated in order to make the National Strategic Plan fully operational. In essence, this Plan will form the basis for the TBP to eliminate the worst forms of child labor in the country.

Institutional commitment is pivotal to the sustainability of these efforts. While the SET has assumed a leadership role in child labor issues since the signing of the MOU with the ILO, other government entities need to increase their level of support and commitment to this issue. The SEE, for instance, has an important role to play in efforts to remove children from hazardous work and provide them with educational opportunities. Given the fact that thousands of children are currently outside of the education system, and that many of these children are likely engaged in some form of child labor, it is imperative to establish a Consultation Group on education and child labor to develop comprehensive policies and programs to address the problem. This Group could discuss ways of resolving the educational system's infrastructure and quality problems, and the particular needs of children engaging in the worst forms of child labor could be emphasized so that they could then be reintegrated in the formal school system. The availability of educational infrastructure is essential during the process of removing children from hazardous work. In Constanza for example, this was an issue of concern during the initial implementation of the project to remove children from hazardous commercial agriculture because there were not enough schools and teachers available to deal with the increased demand for education (please see Annex I).

Combining awareness raising with legislation reforms is expected to result in laws that provide greater protection to children and citizens that are sensitized to the issue of child labor. The national child labor monitoring system could also encourage improved compliance with labor and education legislation.

The role of labor and employer organizations is also crucial to sustain efforts to eliminate the worst forms of child labor. Sensitization campaigns will be specially designed and targeted at these groups

to ensure that they are supporting efforts to combat exploitative child labor through their collective bargaining agreements (labor unions) or internal monitoring systems (private sector organizations). In addition, an effort will be made to reach child labor elimination agreements in high-risk sectors and industries.

Worst forms of child labor in Constanza

The aim in Constanza is not only to broaden the target population of the existing program but also to make the efforts truly sustainable. The project has been designed so that national institutions integrate project activities within their workplans and budgets. By the end of the project, all activities will be undertaken or financed by the appropriate public institution.

As mentioned in the strategy section of this document, it is important to incorporate the local educational system in the implementation of the project, given that sustainability would be best achieved if the Educational District Council were to take on a leadership role at the municipal level in the elimination of the worst forms of child labor. The Council is a collegial structure in which different actors participate: the Municipal Government, the Parents and Friends of the School Associations, the Educational District, a representative of the private schools, and one student representative. This Council manages its own budget and sets its own priorities. The capacity of the Council will be strengthened, especially the Community Outreach Unit, so that by the end of the program it will be able to take on responsibilities and carry out actions presently implemented by local partner NGOs.

The REDTIs will become the social auditing instrument by analyzing and monitoring the activities of the Educational District Council and other municipal and sector-specific initiatives. Functions and procedures will be clearly defined during the initial implementation of the project.

Furthermore, Constanza will be the “laboratory” in which local/provincial/national coordinating instruments will be created and tested. Lessons learned from this experiment will be used for designing and implementing programs to eliminate the worst forms of child labor at the national level.

Commercial sexual exploitation in Boca Chica

The strategy of the commercial sexual exploitation project is to create sustainability by strengthening the capacity of national institutions to effectively prevent and eliminate the commercial sexual exploitation of children. Key partners will be trained to identify, prevent and eliminate the commercial sexual exploitation of children and the media will be used to change public attitudes about the issue so that it becomes socially unacceptable to exploit children.

In Boca Chica, the strategy is to create a model for addressing the problem that is then replicated in other high-risk areas throughout the country where this activity takes place. The active participation of government institutions (law enforcement and social welfare agencies) is essential to the sustainability of these efforts. Children will be provided with rehabilitation services and “customers” will be prosecuted. Only government institutions have the authority and capacity to intervene in cases of family violence; thus, the project strategy is to provide legal support, training, and technical assistance so that government authorities may fulfill their duties in accordance with national law.

The project will follow IPEC established procedures for program planning, monitoring, reporting and evaluation. They are based on ILO procedures for technical cooperation and will be used throughout the project cycle.

Overall project level

A *planning meeting* with all partner agencies will be organized at the beginning of the project. Upon completion of the baselines, a monitoring plan will be prepared revising the list of indicators to ensure that indicators are detailed, quantifiable, result-oriented and have feasible means of verification. The monitoring process will consider in particular the links between activities by different funding sources. USDOL will be provided with a copy of the revised list of the indicators and the baseline documents.

ILO-IPEC will undertake field missions to project sites, including Action Program sites, to monitor program implementation. Regular review meetings will be organized with all partner agencies in order to appraise progress, review obstacles and define strategies for improvement.

The National Steering Committee and related national mechanisms will be involved in the process as appropriate, including receiving a copy of the evaluation reports.

Ongoing assessment and documentation of the process of implementing the pilot projects will be undertaken to ensure that there is the best possible basis for identifying the conditions under which the model of the pilot projects will be effective.

An annual work plan for the project will be prepared, including dates when action programs and individual components have to be developed and implemented. A copy of the work plan will be submitted to USDOL within one month after the start of the project.

A *mid-term evaluation* of the project will be carried out as agreed upon by USDOL and ILO/IPEC. A *final independent evaluation* will be conducted at the end of the program implementation. The nature of these evaluations (purpose, timing, issues to be addressed, approach and methodology etc.) will be decided in consultation with partners, including USDOL. Specific evaluations of the pilot projects will be part of these evaluations. The evaluation will consider in particular the links between activities by different partners and from different funding sources. The evaluation function at IPEC headquarters will coordinate the evaluations. USDOL will receive a copy of both evaluations and will be given the option of participating in the evaluations. USDOL will be informed of and invited to participate in all major events related to this program.

ILO will report quarterly to the donor on progress achieved, problems faced and proposed corrective action based on program monitoring activities and the regular progress reports required by ILO-IPEC established procedures. This will include reporting on indicators as established in the program-monitoring plan. Reporting will be in accordance with the reporting schedule and format agreed on with USDOL and will include four technical progress reports (March, June, September and December). In addition ILO will submit detailed financial reports on a bi-annual basis.

An annual mandatory ILO self-evaluation report for the whole project will be prepared in accordance with ILO procedures. Annual self-evaluations are mandatory in all ILO technical cooperation projects. These evaluations are undertaken in addition to the external mid-term and final evaluation as an ILO internal management and reporting procedure. Self-evaluations are also required for action programs.

If necessary, project revisions will be undertaken in accordance with USDOL-ILO Management Procedures.

The USDOL reserves the right to request that the ILO's external auditor undertake a financial audit of this project. In the eventuality that such audit is requested, additional terms of reference governing the audit would be agreed upon by the donor and the ILO, and attached as Addendum to this Document, and additional funds would be set aside by USDOL to meet the costs of the audit.

Action Program Level

The implementation of the Action Programs will be subcontracted to implementing agencies. In line with regular ILO-IPEC procedures, formal agreements between the implementing agency and the ILO include an Action Program Summary Outline (APSO, i.e. project document in the logical framework format, together with an overall work plan) and a detailed budget. This will be developed by the implementing agencies in consultation with the ILO/IPEC field staff. IPEC Geneva will obtain the approval of the relevant ILO departments. Within one month of signing the subcontracts between the implementing agencies and the ILO, the implementing agencies will submit a detailed Work plan, which will include a program-monitoring plan.

Copies of APSOs for Action Programs with more than US\$100,000 budget will be included with the appropriate technical progress reports to USDOL.

Implementing agencies will be required to organize regular consultations with their target groups, including at the design stage of the action programs.

Progress and financial reports, and expenditure forecasts will be prepared by the implementing agencies on a fourth-monthly basis.

Program monitoring and mandatory ILO self-evaluations (mid-term and final) will be carried out for each Action Program by the implementing agencies according to the ILO-IPEC procedures. External evaluations of specific Action Programs can be carried out by mutual agreement and with provision of additional funds. Independent evaluations of specific Action Programs will be carried out as part of evaluating the pilot project elements.

Project Implementation Timetable

Mayor Activities/Outputs ³³	2001	2002				2003				2004		
	Oct-Dec	Jan-Mar	Apr-Jun	Jul-Sept	Oct-Dec	Jan-Mar	Apr-Jun	Jul-Sept	Oct-Dec	Jan-Mar	Apr-Jun	Jul-Sept
Establish project office												
Recruit project staff												
Identification of the worst forms of child labor and registry of NGOs												
Listing of organizations working on child labor												
Conduct 5 baseline surveys (<i>possibly sugarcane, tobacco, fishing, cacao, and urban informal work</i>) ³⁴												
Conduct legislative study												
Conduct socioeconomic study												
Design and conduct awareness raising campaign												
Conduct workshops with private sector and sign MOUs												
Conduct training workshops with NGOs, labor unions, and government representatives												
Creation of Consultative Group on child labor and education												
Creation of high-level Commission for development of TBP												
Preparation of the National Strategic Plan												
Preparation of IPEC prodoc to support TBP												
Creation and functioning of MOL child labor unit												
Training of labor inspectors												
Implementation of Constanza program												
Implementation of Sexual Exploitation program												
Creation of community monitoring system (pilot)												
Conduct mid-term evaluation												
Conduct independent final evaluation												

33 See Annex I (Constanza Project) and Annex II (Sexual Exploitation Project) for more details on the implementation of the direct action sub-components.

34 The baseline surveys will be carried out during their respective harvests; however, the baselines will intend to be completed in time to develop the TBP document.